

David Gibbens

8040 Acuff Ln., Lenexa KS, 66215

Home Phone: (316) 651-3961

Email: dgibbs8089@gmail.com

EDUCATION

Kansas State University May 2008 – May 2012

B.S. Business Administration with emphasis in Marketing and Sales

RELEVANT EXPERIENCE

Koch Industries

Senior Recruiting Consultant (Kansas City, KS - Remote) January 2019 - Present

Recruiter (Arlington, VA) May 2014 – April 2016

- Provide guidance and coaching to leadership teams regarding current and future staffing needs.
- Utilize analytics to influence compensation, position level, growth plans, and recruitment strategy.
- Identify opportunities for training within Koch leadership teams as it relates to compliance and staff development.
- Use of market data with managers to give them transparency into candidate pools, compensation data, and best practices for specific skill sets.
- Provide active consulting to Koch's tax, investment, accounting, finance, and audit teams.
- Facilitate strategy meetings with HR Business Partners in order to streamline processes and develop trusting relationships with key stakeholders.
- Manage the recruiting process for 25-30 positions at once, while prioritizing candidate care and trusted business partnerships with the key stakeholders.
- Develop and facilitate training for senior staff, focusing on protected classes, decision traps, and interview questions.
- Manage sourcing strategies utilizing different external job boards and social media platforms.
- Identify talent that is aligned with company culture, technical skills, and key competencies needed.
- Worked with the marketing team to create brand awareness for accounting, tax, and finance openings in four primary locations.
- Identify and attend career fairs that create brand awareness and engage new candidates.
- Manage and leverage staffing vendor relationships throughout the recruiting process.
- Work with hiring managers to determine hiring needs and create requirements for new positions.

CBIZ - National Recruiting Manager (Kansas City, KS) April 2016 - January 2019

- Was tasked with developing recruiting best practices and processes for three new markets.
- Maintained accurate metrics in all phases of the recruiting process on a weekly and quarterly basis.
- Drove and managed the full lifecycle recruiting process including creation of job descriptions, sourcing, phone screens, interviews, hiring decisions, candidate experience, etc.
- Mentored Recruiting Coordinators and College Recruiting Coordinators on a project basis.
- Advised and trained new and existing hiring managers on behavioral based interviewing.
- Created and implemented recruiting strategies for different markets and skill sets; accounting/finance, information technology, benefits, insurance, etc.
- Researched and implemented process improvements as necessary in order to continuously develop better recruiting practices.
- Coordinated, planned, and scheduled all interviews and phone screens for the organization.
- Created progress reports for different parts of the recruiting process for hiring managers and key stakeholders.
- Built and maintained relationships with passive candidates for future and current opportunities.

Aerotek – Recruiter (Wichita, KS) May 2013 – May 2014

- Was responsible for recruiting Accounting, Finance, HR, Administrative, and Management skill sets for client organizations around the Wichita area.

- Followed leads and executed new strategies in order to find new business and networking opportunities.
- Screened and interviewed candidates for a variety of different companies and areas of expertise.
- Partnered with local colleges and organizations to seek candidates and new business opportunities.
- Daily use of recruiting and database systems such as Taleo, RWS, Thingamajob, CareerBuilder, The Ladders, and LinkedIn.

Intrust Bank – Banker (Wichita, KS) June 2012 – May 2013

- Managed customer accounts including loans, IRA's, CD's, etc. and used critical thinking skills daily to maintain the accounts.
- Developed and maintained customer-service and business to business relationships.
- Handled and resolved customer service issues and complaints at the branch.
- Supervised bank tellers and assisted them with customer service issues when needed.

Lulu's at Homeport Marina - Human Resources Internship (Gulf Shores, AL) Summer 2012

- Assisted the Human Resource Leader with various office duties, employee relations issues, record keeping, and new-hire processes in order to gain exposure and knowledge to a variety of human resource functions.
- Led orientation for new employees and introduced them to business procedures and policies.
- Processed and evaluated employee complaint reports to keep in record system.

TECHNICAL SKILLS

Applicant Tracking Systems (Taleo, Jobvite, ADP)

Recruiting Technology (Hirevue, Hiretual, LinkedIn Recruiter, LinkedIn Insights, LinkedIn Salary, CompAnalyst, Careerbuilder, The Ladders)

Training Interface (VTA Learner)

Video Tools (Skype, Microsoft Teams)

Microsoft Suite (Word, Excel, Outlook, OneNote, PowerPoint)

Coding (HTML, CSS)